Two Faces

Comments
on the Kaufman Paper

Daniel J.B. Mitchell

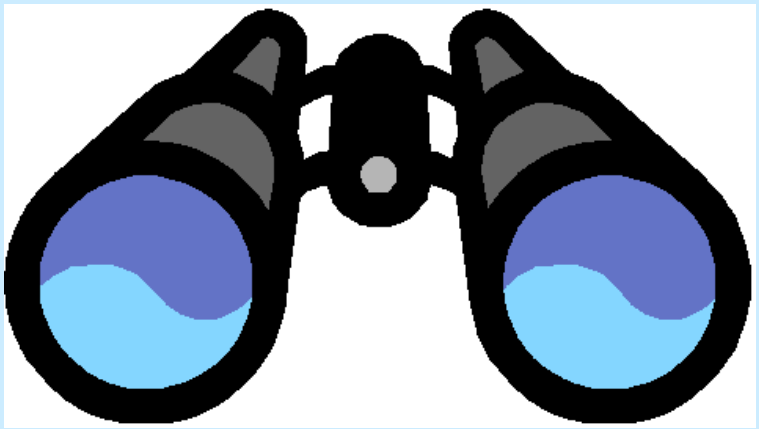
HOLLYWOOD

THE STRANGEST TRUE EXPERIENCE A YOUNG GIRL IN LOVE EVER LIVED!
The Three Faces Of Eve
CINEMASCOPE
JOANNE WOODWARD · DAVID WAYNE · LEE J. COBB
NUNNALLY JOHNSON

JOANNE WOODWARD
DAVID WAYNE
LEE J. COBB
THE THREE FACES OF EVE

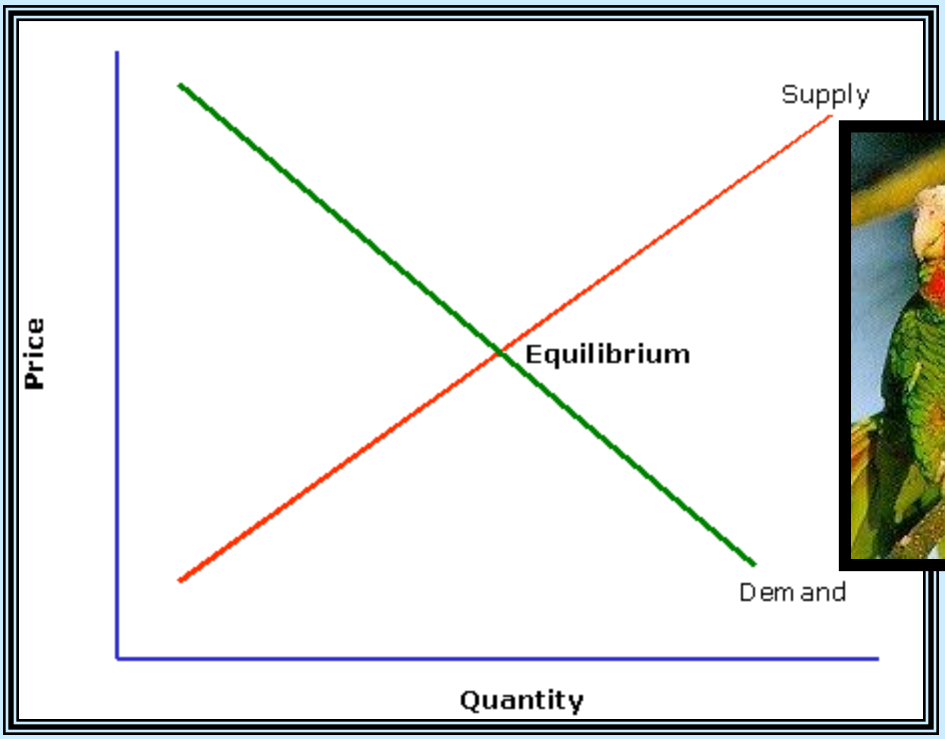
Discussant options

Nit Pick

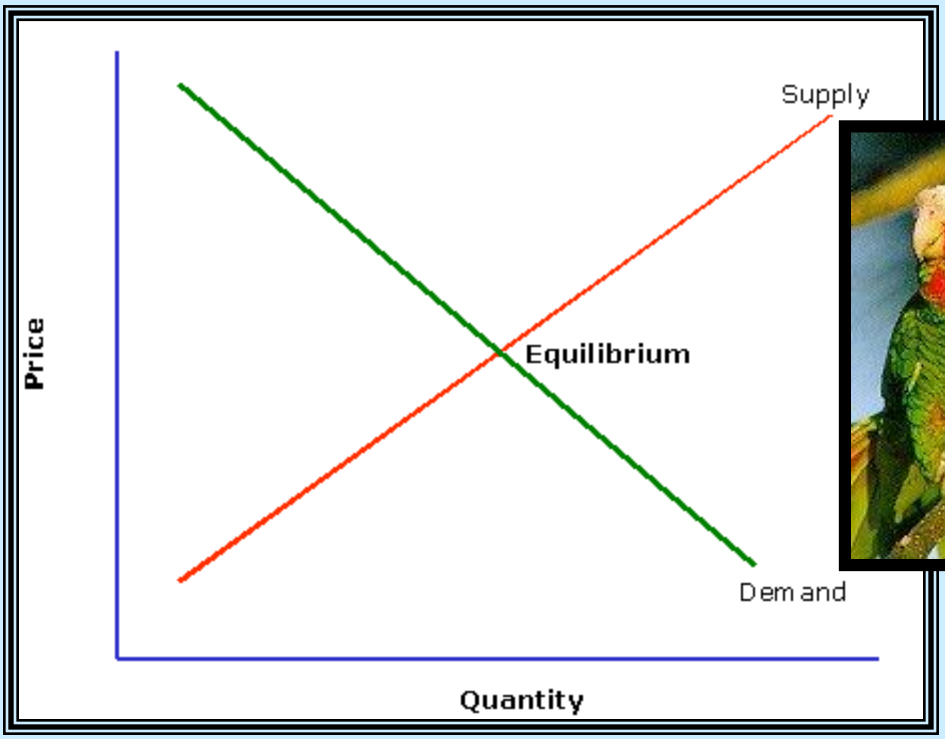


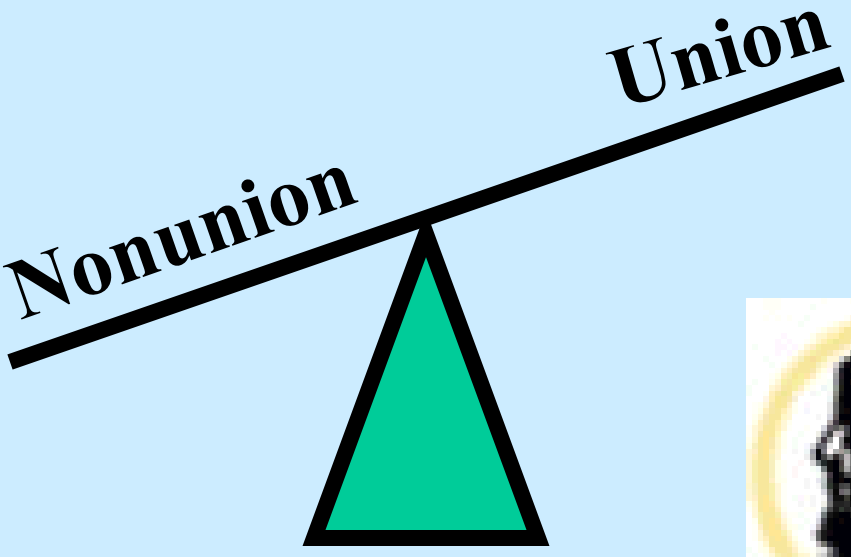
Personal View

Nit Pick

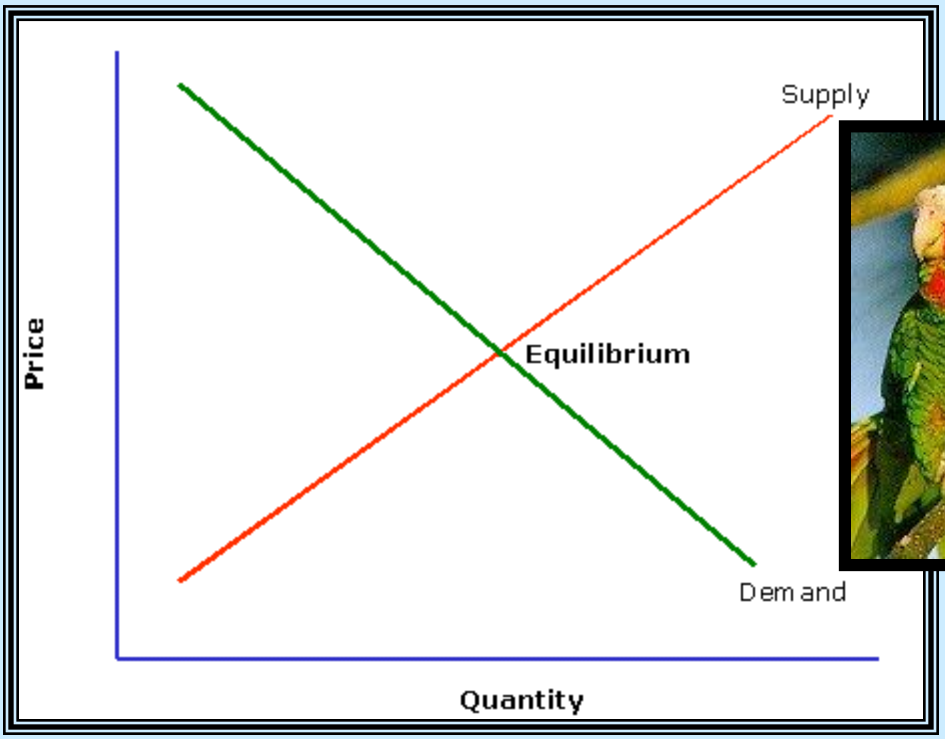


Nit Pick

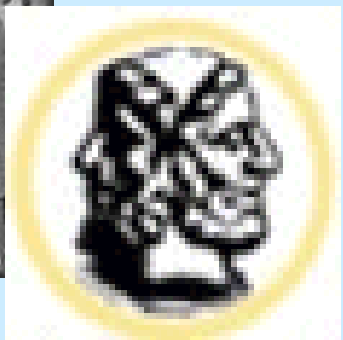




Nit Pick

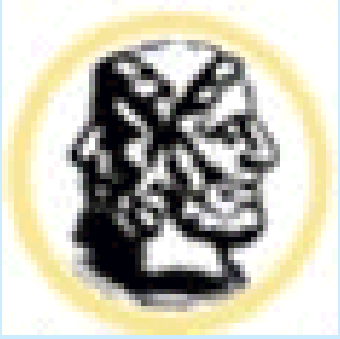

Supply
Equilibrium
Price
Demand
Quantity

HERITAGE
RIALTO

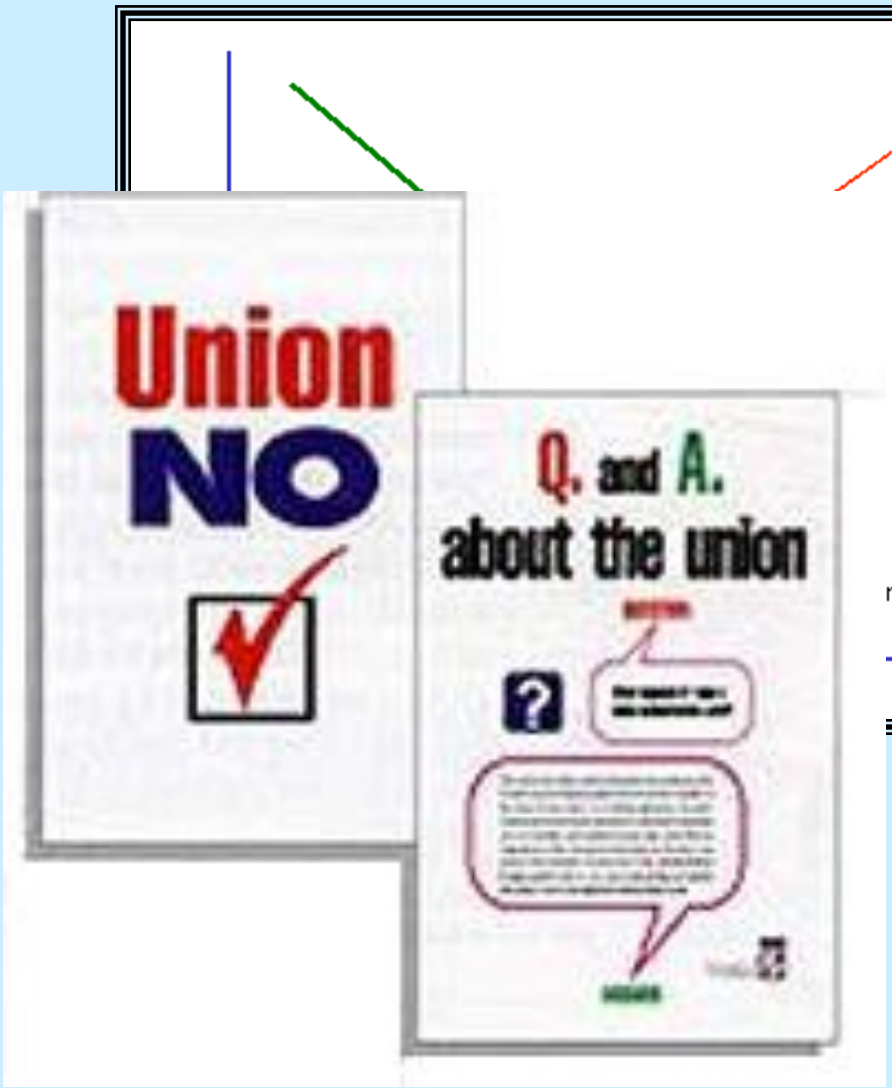


Nit Pick

Supply



Nit Pick



Nit Pick

TEAM Production

Supply

Employee Involvement Association

EIA

EIA Employee Involvement Association

Mission...
To be the leader in optimizing the effectiveness of organizations through employee involvement processes.

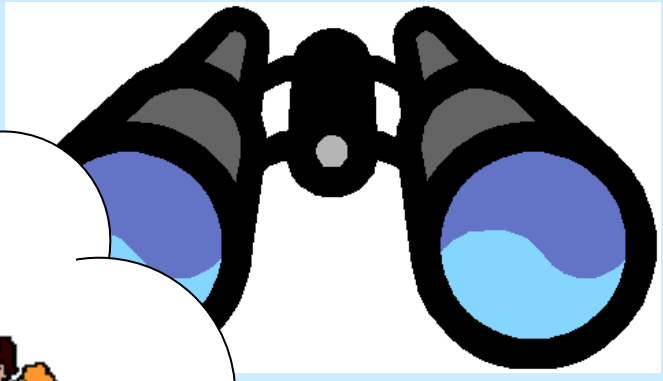
Catch the Dream
of Employee Innovation
At the Employee Involvement Association's 60th Annual Training Conference

Human Resource Management

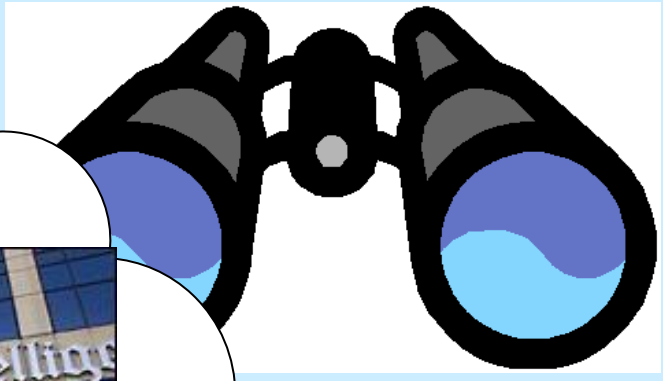
Nit Pick

"Human Resources."

Personal View



Personal View



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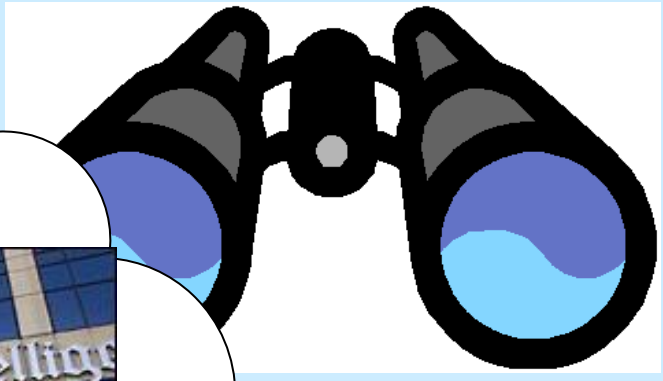

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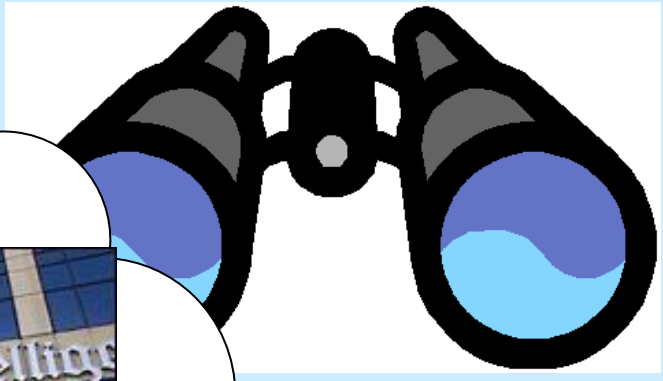

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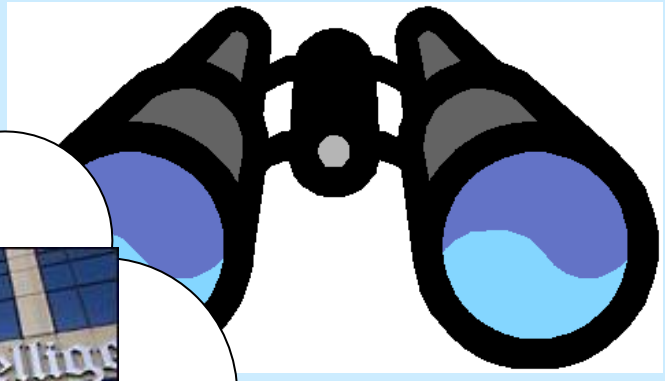
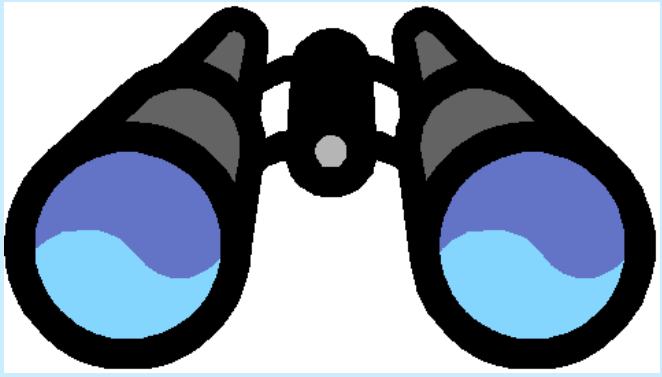
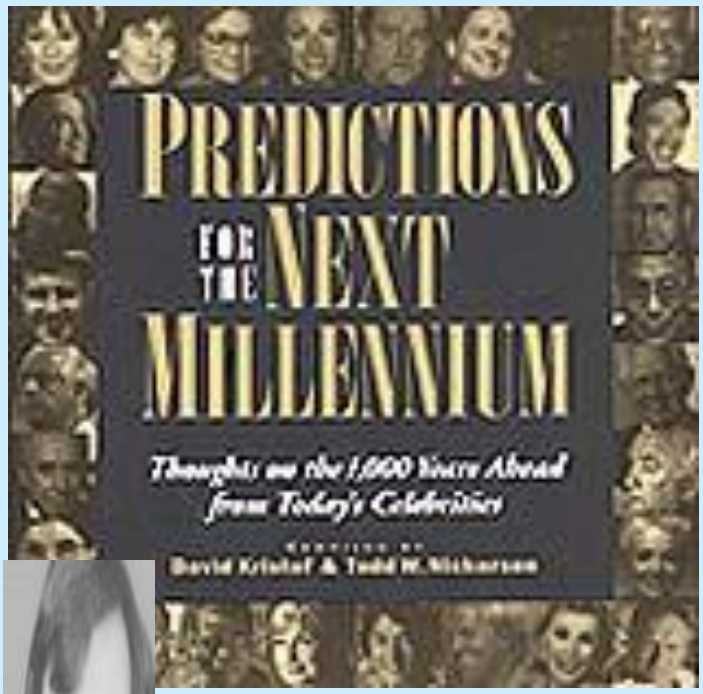
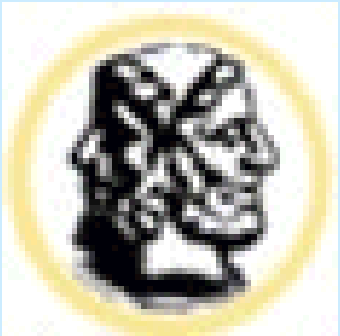


Personal View



- **Desmond Tutu**
- **Bill Cosby**
- **Joan Collins**
- **Oliver Stone**
- **Newt Gingrich**
- **Ruth Bader Ginsburg**





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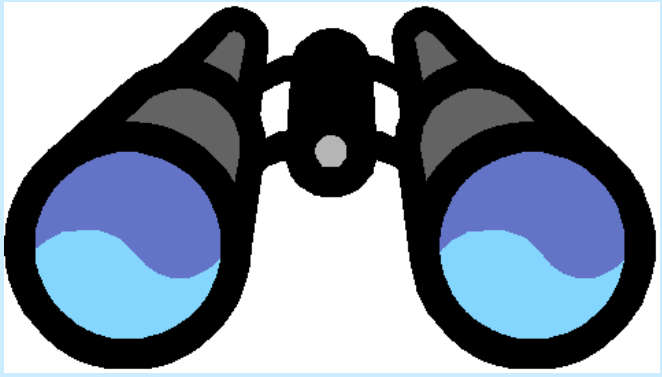
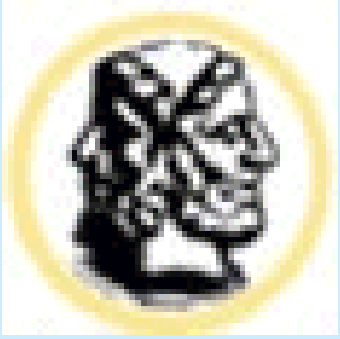


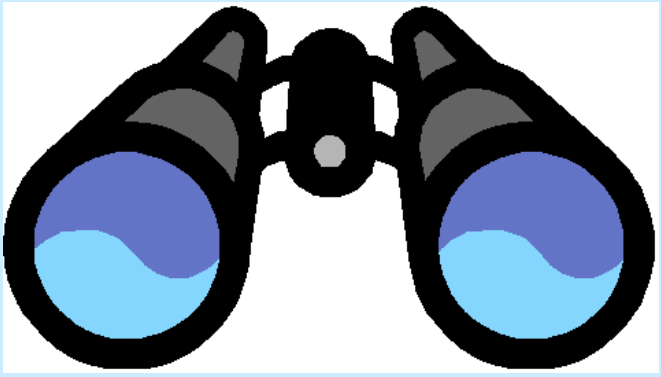
NPA Paper of Early 1990s:

“Three Suggestions for Ensuring a Future for the American Labor Movement”

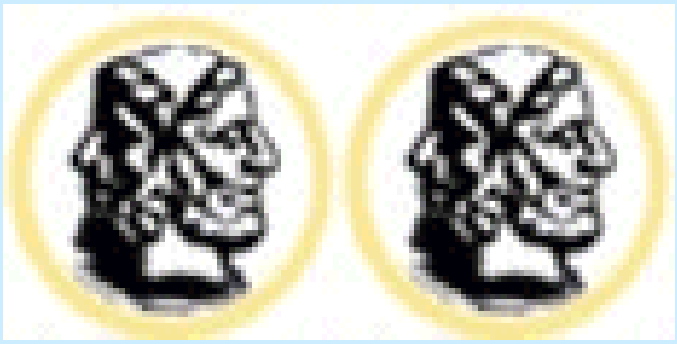


Personal View

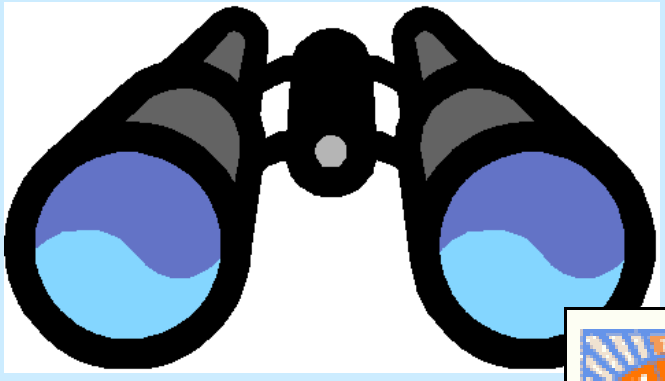
Freeman and Medoff really have <u>four</u> faces



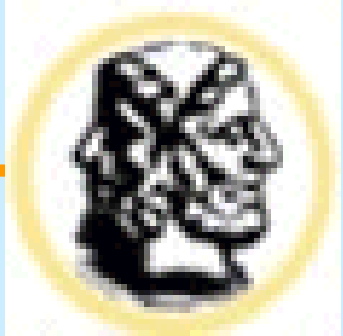
Union	**WRAP**	**CGI**
Individual	**EXIT**	**VOICE**



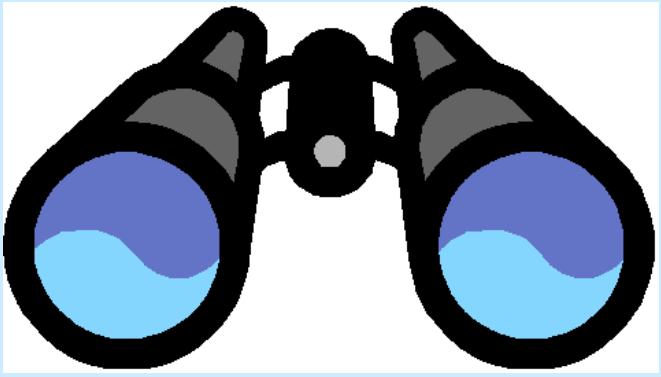
Personal View



- **Share system (Weitzman)**
- **Interest arbitration**
- **Foster the employee interest**
  - **Legal representation**
  - **Minority locals**
  - **Lobbying**
  - **Free rider problem?**

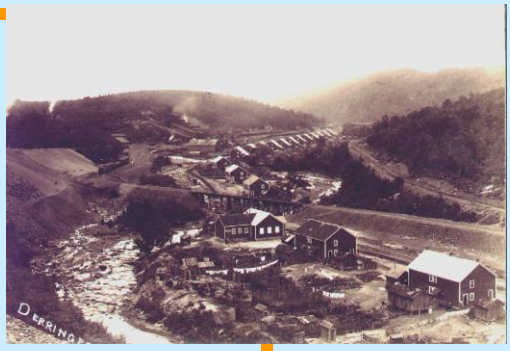


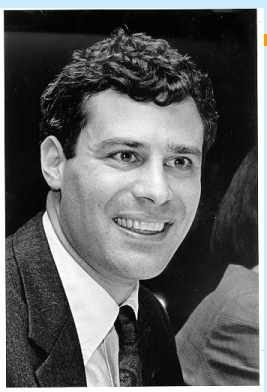
Personal View



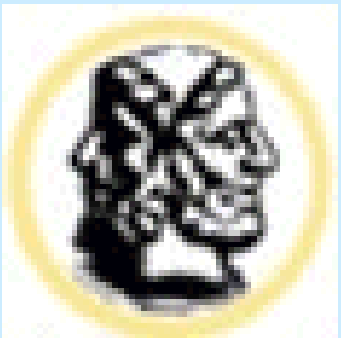
Monopsony

- **Coal mining company town**
- **Minimum wage research**
- **As the nonunion norm (Commons)**

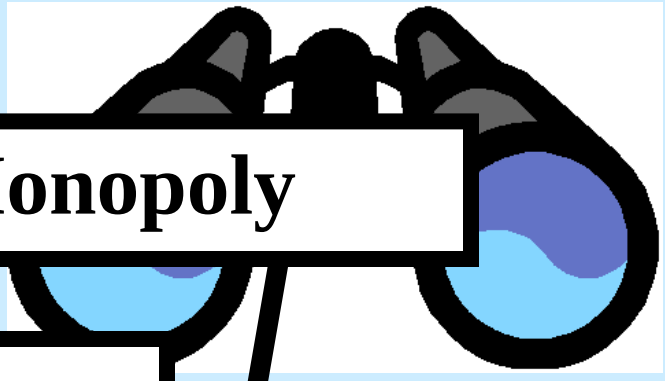




Card and Krueger



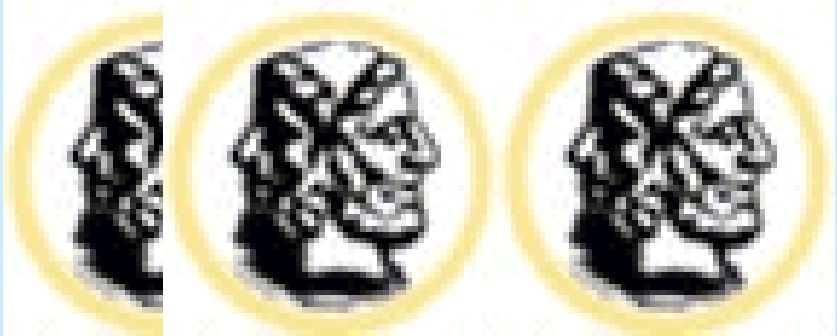
Personal View



Monopoly

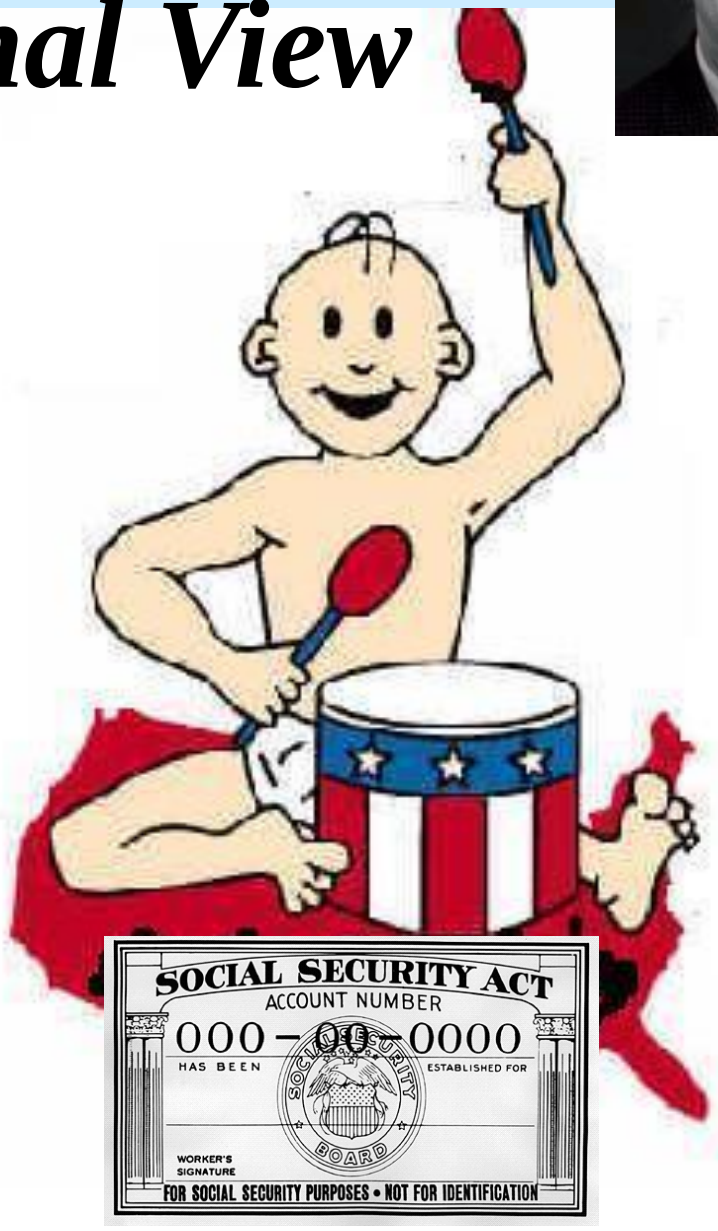
Anti-Monopsony

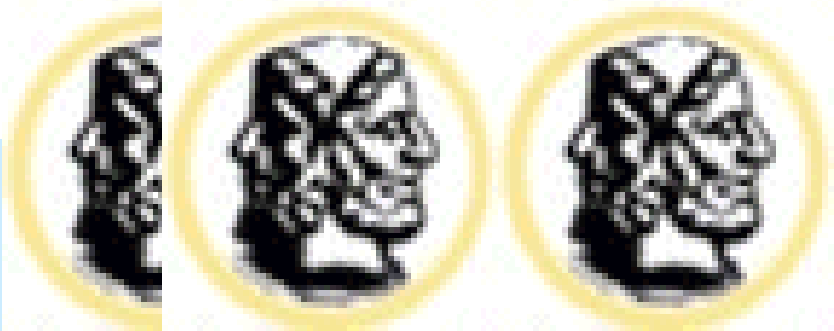
Union	**WRAP**	**CGI**
Individual	**EXIT**	**VOICE**

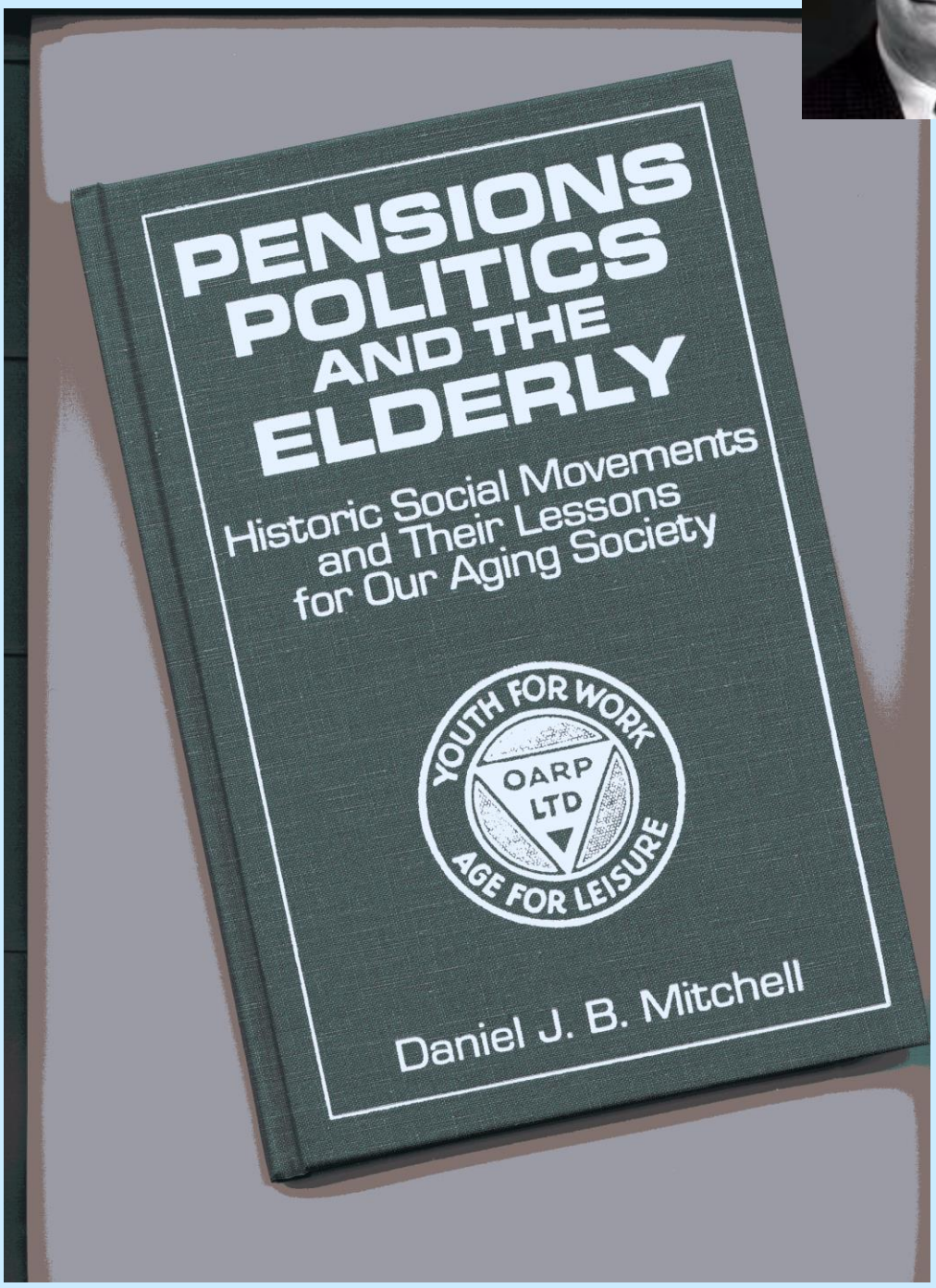


Personal View

Baby Boomers





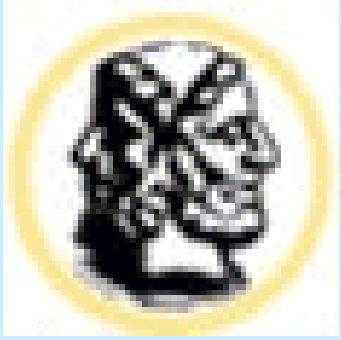


SHAMELESS PLUG

Alternative View of the Two Faces

- Traditional Collective Bargaining
  - Low-wage service workers
  - Selected higher paid workers
  - Public sector
- More General Employee-Interest Representation
  - Lobbying
  - Legal representation
  - Locals where only minority are organized
  - Issues dealing with aging workforce and population

Bottom Line



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